GOVERNMENT OF INDIA
LABOUR AND EMPLOYMENT
LOK SABHA

UNSTARRED QUESTION NO:1323
ANSWERED ON:25.07.2016
Welfare Schemes for Tea Garden Workers
Sarania Shri Naba Kumar;Sarmah Shri Ram Prasad

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a)whether new welfare schemes have been formulated and being implemented for unorganised workers particularly for tea garden workers and if so, the details thereof;
(b)whether tea garden workers of Assam are reportedly not getting full
coverage of benefits of welfare schemes and if so, the details thereof;
(c)whether the Government is considering any special scheme particularly for welfare of the employees of tea gardens and their children for their social and economic security and development; and
(d)if so, the details thereof and if not, the reasons therefor?

Answer

MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI BANDARU DATTATREYA)

(a): Tea garden workers are organized workers, working in established tea estates. They can avail the benefits of different welfare activities of Tea Board under the ongoing Human Resource Development (HRD) scheme during the 12th Plan period. The unorganized workers are mostly engaged in the fields of small tea growers. According to the Tea Board, for the welfare of such unorganized workers the Government has approved Educational
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stipend provision for Rs.20,000.00 as tuition fees for school/technical degrees/vocational courses etc. per annum and Rs. 20,000.00 for hostel charges per annum under the Small Tea Growers Development Scheme of Tea Board. Further a Group Insurance Scheme for the benefit of unorganized workers in the event of death or any disablement for coverage of Rs.2 lakhs with a nominal premium of Rs.14/- per person to be shared between Tea Board and the worker in the ratio of 75%:25% i.e. Rs.10.50 and Rs.3.50 respectively, has been implemented by the Tea Board.

(b): The welfare activities of the Tea Board are applicable throughout the country including the state of Assam. The amount disbursed in the last four years for the welfare of tea plantation workers of Assam is as under:

Year Fund allocated under the HRD Scheme for the entire country

(Rs./Cr.)
Expenditure in Assam (Rs. in Crores)
2012-13 12.78 8.78
2013-14 9.42 3.38
2014-15 4.10 1.87
2015-16 4.95 2.12
Total 31.25 16.15

(c) & (d): The Government of India has approved an outlay of Rs. 100cr including Rs.50cr. for gap funding to the major tea growing states in alignment with the National Level Welfare Scheme under the HRD component of Tea Board for implementation during the 12th Plan period. This scheme aims at achieving improvements in the life and living conditions of the Tea Plantation workers/wards of workers and their dependants in the following three broad areas:
i. Improving the health and hygiene of workers;
ii. Education of wards of workers; and
iii. Imparting vocational training to the wards of workers and their dependents.

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The working conditions of plantation workers are governed by the Plantation Labour Act, 1951 which provides a large number of welfare schemes for the benefit of the resident workers employed in plantations which is governed and monitored by the concerned State Government. Workers of the tea industry are covered by all industrial and social legislation like Workmen's Compensation, Act, Payment of Gratuity Act, Provident Fund & Miscellaneous Provision Act, Payment of Bonus Act, Maternity Benefit Act, Payment of Wages Act, Equal Remuneration Act, Industrial Disputes Act, Factories Act and Industrial Employment (Standing Order) Act, 1946.

The respective State Governments through their Labour Department are the appropriate authorities for implementation of the provisions of these Acts.

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